

## Policy

<b>Policy Title:</b>	Early Return to Work of Injured Workers				
<b>Policy Number:</b>	DHS OHA-080-002	<b>Version:</b>	3.3	<b>Effective Date:</b>	08/01/2007

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Approved for DHS by *Jim Scherzinger, Chief Operating Officer*

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Date approved

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Approved for OHA by *Suzanne Hoffman, Chief Operating Officer*

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Date approved

### Overview:

**Description:** Describes required actions of an employee who has a workers' compensation claim and his or her supervisor.

**Purpose/rationale:** Returning an employee to a transitional work assignment while recovering from a work-related injury reduces medical, disability and premium costs, and positively impacts an employee's recovery.

**Applicability:** All DHS and OHA employees.

**Failure to comply:** Failure to comply with the provisions of the policy can result in higher (workers' compensation) claims costs, other costs to the organization and potential loss of skilled employees. An injured worker's failure to comply with provisions set forth in this policy may result in losing rights to reemployment and reinstatement as described in the Oregon Department of Administrative Services policy number 50.020.03, Reinstatement and Reemployment of Injured Workers.

### Policy:

DHS adopts the Oregon Department of Administrative Services policy number [50.020.05 Early Return to Work of Injured Workers](#).

### Procedure(s) that apply:

[DHS-080-002-01, Early Return to Work of Injured Workers procedure](#)

### Form(s) that apply:

[DHS 6802, Physician's Report of Physical Condition](#)

**Definition term:** 01/01/2004 (Reaffirmed)

See [Common Terms](#) for all department-wide support services policies

## Reference(s):

Oregon Department of Administrative Services policy number [50.020.05 Early Return to Work of Injured Workers](#).

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## Policy History:

- **Version 3.0:**
  - o 05/17/2013 – Minor edits; Co-branded, DAS links and contacts updated. DHS|OHA-080-002 version replaces DHS-080-002
  - o 07/14/2009 – Contact information updated
  - o 08/01/2007 - Revised to adopt DAS policy 50.020.05
- **Version 2.0:**
  - o 05/10/2007 - Suspended pending policy revision.
  - o 08/08/2006 - Revised language to address different return to work requirements between regular status and temporary or seasonal employees.
- **Version 1.0:**
  - o 05/22/2003 (Supercedes DHR 50.020.01a - effective 01/01/1997)

## Keywords:

Workers Compensation, Workers Comp, Workman's comp, DHS-080-002, Early return, injured employees, injured worker